PERSPECTIVES OF CHANGE MANAGEMENT IN B - SCHOOLS WITH SPECIAL REFERENCE TO TAMIL NADU STATE

QUESTIONNAIRE

1. Name (optional) :

2. Age (yrs) :
   - Below 25
   - 26-30
   - 31-35
   - 36-40
   - above 40

3. Educational Qualification :
   - PG
   - M. Phil
   - Ph.D

4. Marital Status :
   - Married
   - Unmarried
   - Separated

5. Residence :
   - Urban
   - Rural
   - Sub Urban

6. Experience in Present B-School (years) :
   - Below 5
   - 5-10
   - 10-15
   - Above 20

7. Overall Experience (years) :
   - Below 5
   - 5-10
   - 10-15
   - Above 20

8. Monthly Salary :
   - Below -20000
   - 20000-30000
   - 30000-40000
   - 40000-50000
   - Above 50000.

9. Overall change management performance expectation in the B-School
   - Very low
   - Low
   - Moderate
   - High
   - Very high

Industry Innovativeness

1. Your B Schools in the industry are more innovative than other B-Schools
   - Strongly Agree
   - Agree
   - Moderate
   - Disagree
   - Strongly disagree

2. Your B Schools in the industry has new teaching pedagogy than other B Schools
   - Strongly Agree
   - Agree
   - Moderate
   - Disagree
   - Strongly disagree

3. Your B School in the industry has larger learning experiencing than other B School
   - Strongly Agree
   - Agree
   - Moderate
   - Disagree
   - Strongly disagree

4. Key management perspective in B-School is, understanding the competitive landscape in order to innovate for effective competition
   - Strongly Agree
   - Agree
   - Moderate
   - Disagree
   - Strongly disagree
5. Innovation of human resource capacities, knowledge and skills is ongoing in my B-School
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

6. Innovations by B- Schools for global collaborations are on-going in B-Schools
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

Firm Innovativeness

1. Most of the methodology in your B School is new, based on new ideas and practices
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

2. My B-School places strong emphasis on leadership and innovation
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

3. My B-School commits many physical, organizational financial and resources to develop new teaching technologies and processes
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

4. My B-School tries to create and encourage leadership and flexibility
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

5. My B School tries to create small self managed team, autonomous units to encourage and flexibility
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

Course Delivery

1. Class activities are managed well
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

2. Course materials are relevant and up to date
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

3. IT facilities are effectively used in lecture delivery
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

4. Faculties use effective and varied teaching methods
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

5. Courses conducted in B-School are connected to industrial activities
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
Campus Facility

1. Class room facilities are in good condition
   - Strongly Agree
   - Agree
   - Moderate
   - Disagree
   - Strongly disagree

2. Laboratory equipments are complete enough and in good conditions
   - Strongly Agree
   - Agree
   - Moderate
   - Disagree
   - Strongly disagree

3. Campus library had up to date book collection and good lending procedure and leading journal access
   - Strongly Agree
   - Agree
   - Moderate
   - Disagree
   - Strongly disagree

4. Laboratory’s desktop computers are complete enough and equipped with latest features
   - Strongly Agree
   - Agree
   - Moderate
   - Disagree
   - Strongly disagree

5. Wireless internet connection area range is wide enough
   - Strongly Agree
   - Agree
   - Moderate
   - Disagree
   - Strongly disagree

Faculty Commitment

1. Faculty are committed to quality improvement
   - Strongly Agree
   - Agree
   - Moderate
   - Disagree
   - Strongly disagree

2. Faculty are committed to employees involvement
   - Strongly Agree
   - Agree
   - Moderate
   - Disagree
   - Strongly disagree

3. Faculty are committed to infrastructure development
   - Strongly Agree
   - Agree
   - Moderate
   - Disagree
   - Strongly disagree

4. Faculty are committed to support student academic activities
   - Strongly Agree
   - Agree
   - Moderate
   - Disagree
   - Strongly disagree

5. Faculty are committed to schedule the course activities well
   - Strongly Agree
   - Agree
   - Moderate
   - Disagree
   - Strongly disagree

Potential Option

1. The practices, corporate culture and management style of my B-School gives a lot of free decision possibilities
   - Strongly Agree
   - Agree
   - Moderate
   - Disagree
   - Strongly disagree

2. My B-School is flexible according to its resources
   - Strongly Agree
   - Agree
   - Moderate
   - Disagree
   - Strongly disagree
3. My B-School is flexible according to human resources management practices and routines
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
4. My B-School develops an exhaustive set of alternatives before making important management decisions
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
5. The additional roles and responsibilities will help the B School to learn about new Managerial Skills, Attitude and Knowledge
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

Real Option

1. To adopt new change management your B School had to invest significantly in specialized facilities
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
2. To adopt new change management Your B School had to invest significantly in skilled human resources
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
3. The new changes or development made in your B School now is based on previous investment in facilities
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
4. The new changes or development made in your B School now is based on previous investment in human resources
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
5. When your B School sees business opportunities, it can seize them quicker than other competitors
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

Industry Threats

1. It is difficult for competitors to imitate your B School strategies
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
2. Your B School has ability to evaluate the market development of next generation management competencies?
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
3. Your B School believes that unstable, rapidly changing environment provides more opportunities than threats
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

**Firm Competencies**

1. The industrial risks (that the new systems would not work as planned) of the task you are involved in are usually mastered
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
2. The organizational risks (that the systems would not integrated with others) of the projects you are involved are usually mastered
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
3. The financial resources are adequately dispatched between different new activities
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
4. The human resources are adequately dispatched between different activities
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
5. People in your B School accept change readily
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

**Change Readiness Perspectives**

1. Change management process in my B-School is well articulated & effectively deployed
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
2. Change program is well defined in my B-School & plans for change are communicated in advance to all
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
3. The process for reviewing change management progress in my B-School is effective
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
4. Key parameters like strategy, process, organization and systems are considered in the change program
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
5. Linking change drivers to performance improvement is a priority in my B-School
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
6. Stakeholders, recruiters, students' representative are consulted on change process in
   my B-School
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
7. Appropriate benchmark targets are considered and emulated by change facilitators in
   my B-School
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
8. Faculty of my B-Schools participate in implementation of change process
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

Managing Change Resistance

1. Change process sometimes meet with resistance in my B-School
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
2. Fear of the unknown often leads to resistance to change in B-School
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
3. If communication about reasons & benefits for change is done in advance there will
   be no resistance to change
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
4. Employee involvement is considered essential to achieve important & long lasting
   positive change in B-School
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
5. Doing change management right the very first time can eliminate causes of
   resistance before it occurs
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
6. Change is usually expected and planned for in B-School
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
7. Resistance to change is formally addressed in my B-School
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
8. Change agents in B-School identify the root cause of change resistance and address
   related problems in good time
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree
Change Management Performance Expectation

1) Significant changes have taken place in B-school in the last 5 years
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

2) Economic slowdown has brought about change in the area of MBA graduate placement
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

3) Fewer B-school aspirants are looking overseas - thanks to the fall of rupee
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

4) Interest has shifted to specialist programs within B-schools-like management programs for family business
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

5) B-schools are turning to technology to reach students faster
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

6) Lifestyle and values of students in B-schools have changed in the last 5 years
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree

7) Millennials (youthful population) are showing more interest IN B-school than previous
   □ Strongly Agree □ Agree □ Moderate □ Disagree □ Strongly disagree